

SOUTHEASTERN REGION FALL LEADERSHIP CONFERENCE



NOVEMBER 10th – 12th 2017

GRAND HOTEL
1045 Beach Avenue ~ Cape May, NJ 08204
www.grandhotelpagemay.com
609-884-5611
1-800-257-8550

Organize for Our Future

If you plan to make a credit card payment only, go to
www.PSEA.org/SERLDC for easy and quick sign up



Southeastern Region Office: 610-430-6150

Friday, NOVEMBER 10, 2017

5:00 PM – 8:00 PM	REGISTRATION – FRONT LOBBY
5:00 PM – 11:30 PM	HOSPITALITY
7:00 PM – 9:00 PM	DINNER (Buffet, gratuity included with package.)
8:00 PM – 9:00 PM	LOCAL ESP MEETING (all ESP members welcome)
8:00 PM – 9:00 PM	CARPE Meeting (by invitation only)
9:30 PM – 11:00 PM	BINGO FOR PACE
9:00 PM – 12:00 AM	Hemingway's Restaurant/Bar (<i>where you can purchase drinks by the glass</i>)

SATURDAY, NOVEMBER 11, 2017

7:00 AM – 8:30 AM	BREAKFAST, Buffet Style
8:00 AM – 8:30 AM	LATE REGISTRATION – FRONT LOBBY
8:30 AM – 9:00 AM	WELCOME AND INTRODUCTIONS
9:00 AM – 10:00 AM	KEYNOTE ADDRESS –

Dan Wiedemer, PSEA and Rich Askey, PSEA Treasurer

“Learning from the Past and Looking Towards the Future”

10:15 AM – 11:45 AM

SESSION I BREAKOUTS:

1. Grievance, Loudermills, and Discipline, *Shannon Moore*
2. MAPS II, *Wendy Leary and Mark Lynn*
3. What you do is as important as what you say, *Wendy Leary and Mark Lynn*
4. Building Rep Training, *Terry Burnett*
5. Wisconsin 2.0-The threat to collective bargaining in Pennsylvania, *Mike Lehmier and Zeek Weil*
6. Retired-Protecting Yourself from Identity Theft, *Tyler Ayers*
7. EA President's Roundtable (Local Presidents only)
8. Conquering the Great Generational Divide! *Lee Hedgepeth*

11:45 AM – 12:30 PM

LUNCH

12:30 PM – 1:30 PM

LARGE GROUP SESSION: LEGAL UPDATE

PSEA Attorneys Annemarie Dwyer, Esquire and Rick Burridge, Esquire

1:45 PM - 2:45 PM SESSION II BREAKOUTS:

1. Grievance: Advanced Skills, *Shannon Moore*
2. MAPS II (Cont.): *Wendy Leary and Mark Lynn*
3. Managing Conflict, *Molly Mirabito and Virginia Cowley*
4. Bargaining: Advanced Salary Schedule Analysis, *Tricia Audrain*
5. How to influence external and internal audiences through messaging, *Zeek Weil*
6. Engaging the Disengaged: Strategies for approaching angry, upset, or disinterested members, *Michael Lehmier*
7. Retired: Preparing for retirement and the first year after, *Ron Stott and Ken Foelster*
8. 30 Pointers in 60 Minutes, *Bernie Miller*

3:00 PM - 4:00 PM

SESSION III BREAKOUTS:

1. Grievance: Advanced Skills (Cont. from Session II), *Shannon Moore*
2. MAPS II (Cont.), *Wendy Leary and Mark Lynn*
3. Managing Conflict (Cont.), *Molly Mirabito and Virginia Cowley*
4. Retired: Your Pension, *Susan Lemmo*
5. How the Negotiations Team and Contract Campaign Team fit together, *Zeek Weil and Tricia Audrain*
6. Special Education, A Status Report 2017-18, *Bernie Miller*
7. CARPE (Continues until 4:30) *Terry Burnett*
8. Protecting Yourself from Identity Theft, *Tyler Ayers*

4:00 PM – 4:30 PM

CARPE (continued from Session III), *Tricia Audrain*

6:00 PM – 8:00 PM

DINNER

8:00 PM – 11:30 PM

Hemingway's Restaurant/Bar (*where you can purchase drinks by the glass*)

SUNDAY, NOVEMBER 12, 2017

8:30 AM – 9:00 AM

CARPE (by invitation only)

8:00 AM – 10:00 AM

BREAKFAST

11:00 AM

CHECKOUT

If you have any additional questions, please contact the SER Leadership Development Committee.

Jennifer Green
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REGISTRATION INFORMATION –

**If you plan to make a credit card payment only, go to
www.PSEA.org/SERLDC for easy and quick sign up**

REMEMBER:

You need to include this information to be registered:

Information for Breakout Session Selections

AND

***The Grand Hotel Registration Information**

FOR EACH PARTICIPANT

REGISTRATION DEADLINE – October 2, 2017

(Please don't wait until the last minute to register).

SER FUNDING: The Southeastern Region will fund \$150 for one (1) FIRST TIME participant from each EA local to this conference. Reimbursement will be made AFTER the conference.

**For quick and easy registration, go to www.PSEA.org/SERLDC
(credit card only)**

HOTEL INFORMATION:

\$391.00 *SINGLE OCCUPANCY*
 \$802.89 (*\$267.66 per person*) *TRIPLE*

\$574.00 (*\$287.00 per person*) *DOUBLE*
 QUAD-Contact Jen Green at jgreen577@comcast.net

NAME(S) of roommate: _____

RATES ARE INCLUSIVE OF ALL CHARGES

*Package Includes: Two Breakfasts, One Lunch, One Brunch, Two Dinners,
& Three Break stations on Saturday*

*(Please contact Jen Green at jgreen577@comcast.net
to request hotel rates for one night only)*

ADDITIONAL OPTIONS:

\$114.21 *Conference Attendee only (Price includes: breakfast, 3 break stations, lunch, and dinner)*

\$168.24 *Guest meal weekend package (NOTE: All guest meals MUST be purchased at the time of registration. There will no longer be the option of purchasing guest meals the day of arrival to the conference.)*

NAME(S) of guest: _____

Guest Meals Include: Friday Dinner, Saturday breakfast, 2 drink tickets, and Sunday breakfast

STANDARD HOTEL RESERVATION POLICY

PAYMENTS NOT TRANSFERABLE AND NOT REFUNDABLE AFTER OCTOBER 5, 2017

CHECK-IN AFTER 3:00 P.M.

CHECK-OUT BEFORE 11:00 A.M.

Session Descriptors:

KEYNOTE ADDRESS –

**Dan Wiedemer, Assistant Executive Director, Government Relations,
and Rich Askey, PSEA Treasurer**

SESSION I BREAKOUTS

10:15-11:45

1. **Grievance, Loudermills, and Discipline** - Covering both basic and intermediary issues, the session will focus on the grievance process, due process, and discipline cases. This session is ideal for building reps, grievance chairs, leaders, and members interested in contract enforcement and the disciplinary process.
Presenter: Shannon Moore
2. **MAPS II (Must sign up for all 3 sessions)**- MAPS II is a continuation of the MAPS I training that has taken place over the past three LDC Conferences. In MAPS II, participants will learn about reading body language of the other side, and continue to explore ways to solve problems and issues by identifying each party's interests and then developing mutually acceptable options to solve those problems. It is based on the concepts of interest-based bargaining and collaboration and can be used with issues between members or with administrators. *Presenters: Wendy Leary and Mark Lynn*
3. **What you do is as important as what you say**- The morning session for MAPS II participants is also open to all members interested in learning about body language. Body language plays an essential role not only in meetings, but in life. Make sure you are sending and receiving the correct "unspoken" message. *Presenters: Wendy Leary and Mark Lynn*
4. **Building Rep Training**- During this 90-minute scenario based presentation, participants will work in groups to resolve issues that Building Reps typically experience with members they represent. Each scenario has been taken from an actual case file – the names have been changed to protect the members. Participants will have an opportunity to discuss best practices as the scenarios are reviewed. This session is open to all members with no prerequisite. *Presenter: Terry Burnett*
5. **Wisconsin 2.0-The threat to collective bargaining in Pennsylvania-**

June 5, 2018- "Supreme Court rules fair share to be unconstitutional. Fees no longer charged to those who don't want to join."

March 19, 2019- "Act 195 eliminated under Pennsylvania law. Public school employees no longer able to negotiate contracts with School Districts."

These headlines are not imaginary, it can really happen. It's crucial for us to take action now in order to stop it or mitigate the loss if it does happen. Learn what's

happening in Wisconsin 5 years after the loss of Collective Bargaining, and the lessons we can learn. **Presenters: Michael Lehmier and Zeek Weil**

6. **Retired-Protecting Yourself from Identity Theft: Tools and Awareness in the Digital Age.** **Presenter-Tyler Ayers**
7. **EA President's Roundtable (Local President's only)**-The time has been moved from Friday evenings. Korri Brown, Southeast Region President, will be leading this meeting.
8. **Conquering the Great Generational Divide!** We all want to be young. Funny thing is we are now or were at some point. What happens when generations clash? How do the myths start? How do we work together...Can't we all just get along? Come learn, talk, and have an ah ha moment about Baby Boomers, Generations "Y", "X" and "Z". By the way, we're gonna have fun and learn something too. **Presenter: Lee Hedgepeth**

SESSION II BREAKOUTS

1:45-2:45

1. **Grievance: Advanced Skills** (Sessions II and III)- This will be an in-depth presentation about grievance arbitrations, unfair labor practice charges, and the duty of fair representation. This session can't be missed if you are a local leader, grievance chair, or on the grievance committee. **Presenters: Shannon Moore**
2. **MAPS II** (Cont. from Session I)
3. **Managing Conflict**-This session will take a look at some of the reasons conflict occurs in everyday life among members. You will learn new skills to help you manage workplace conflict more effectively. This session is designed to be very interactive. **Presenters: Molly Mirabito and Virginia Cowley**
4. **Bargaining: Advanced Salary Schedule Analysis**-Salary schedules aren't what they used to be. Years ago, we could give everyone at the top a nice raise and everyone else the step increases they deserved. Nowadays, Districts are not offering enough money to fund both. Participants will review hypothetically bargained salary schedules and its overall cost impact. This will help local leaders to determine whether the salary schedule they use will be affordable in the future, or instead if it only kicks the can down the road for future leaders to confront. **Presenter: Tricia Audrain**
5. **How to influence external and internal audiences through messaging**-Less is more when developing a message that resonates with your audience. Learn the fine art of message development, and how the Region Advocacy Coordinator can work with your local to develop and spread a message (or two) throughout the community. **Presenter: Zeek Weil**
6. **Engaging the Disengaged: Strategies for approaching angry, upset, or disinterested members**- It's easy to strike up a conversation about your union with a member who understands the value of unionism. For those members who have had a negative experience, or no experience at all with unions, it's hard to find the right

words to express these values. This session will focus on what resonates during one-on-one conversations so that members better understand the value of their union. **Presenter: Michael Lehmier**

7. **Retired: Preparing for retirement and the first year after-** Nearing Retirement? Come find out more about: 1) Normal Retirement; 2) Early Retirement; 3) Options; 4) Health Care in Retirement; 5) How to Roll Over My Contributions; 6) Exit Counseling; 7) PSEA-Retired; 8) And Much More! **Presenters: Ron Stott and Ken Foelster**
8. **30 Pointers in 60 Minutes-** Every situation involving a challenging special education student will be different. This course will have you consider 30 actions that can be taken to support the student and staff during this challenging time period. The remainder of the session will allow for questions from the audience and elaboration on specific topics presented that the audience wants more details. **Presenter: Bernie Miller**

SESSION III BREAKOUTS

3:00-4:00

1. **Grievance: Advanced Skills** (Cont. from Session II)
2. **MAPS II** (Cont. from Sessions I and II)
3. **Managing Conflict** (Cont. from Session II)
4. **Retired: Your Pension-** Your pension is one of the most important benefits you have as a teacher. Susan Lemmo is a PSERS trustee, elected by certificated teachers, and will share her personal perspectives on topics including the make-up of the PSERS board, the scope of trustee responsibilities, current funding levels at the time of the last trustee meeting, along with other details and challenges of the pension system. **Presenter: Susan Lemmo**
5. **How the Negotiations Team and Contract Campaign Team fit together-** Sometimes your Negotiations Team can meet with the School Board at the bargaining table and reach a deal. Many times, however, pressure outside of negotiations is needed to show that the Union means business. Learn tips on how to coordinate pressure tactics to align with what's happening at the bargaining table in order to ensure the best results possible. **Presenters: Zeek Weil and Tricia Audrain**
6. **Special Education, A Status Report 2017-18-** This course captures those issues that either the state and/or the federal government believe are important in the field of education. You will not only find out about the issues, but why they have gotten top billing. To mix it up a bit, we also include some due process hearings and court cases so we can learn what others have done well or not so well. There is nothing like staying current in the field of special education. **Presenter: Bernie Miller**
7. **CARPE** (Continues until 4:30)-Invite only. **Presenter: Terry Burnett**
8. **Protecting Yourself from Identity Theft: Tools and Awareness in the Digital Age**
Presenter: Tyler Ayers